

City College News

GEORGE BROWN COLLEGE

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College and unions set up new unit to develop programs

George Brown is expanding and strengthening its relationship with one of the largest labour union organizations in Canada.

It is now a partner with the 180,000-member Labour Council of Metro Toronto and York Region in running a School of Labour.

The school will help both the college and the council expand the educational horizons of union members, unemployed workers and the public at large, officials say.

While detailed plans for the school have yet to be developed, it will begin operation in March. The first program will be for workers at a recently closed Toronto food processing plant.

George Brown has offered program certification and other services to the educational project of the council — called the Metro Labour Education Centre (MLEC) — since 1987. It will continue its work with MLEC while developing new initiatives with the

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Metro Labour Council President Linda Torney (left) and George Brown Labour Unit Co-ordinator Maureen Hynes are all smiles after George Brown's Board of Governors approved the School of Labour at its meeting in February.



George Brown upgrading student Andrew Sagutch talks with Native Outreach Project worker Jacinta Shawanda at the project office at Casa Loma Campus. After spending some time on "skid row," Sagutch says he is getting his life back in order, thanks to the staff members at the outreach project.

Outreach project aims to raise George Brown's profile in Native community

When Andrew Sagutch came to Toronto last October, he needed a lot of help.

The 27-year-old Native Canadian had worked at odd jobs in Thunder Bay for several years, but a drinking problem led him to come to Toronto for addiction counselling.

Sagutch got the help he needed, but after drying out, he had no idea what to do with the rest of his life.

Thanks to the Native Outreach Project offered jointly through George Brown College and the Native Canadian Centre of Toronto (NCCT), Sagutch feels his life is on track. He is now enrolled in upgrading courses at Casa Loma Campus, and he hopes to study jewellery arts there in the future.

"They've been helpful," Sagutch says of the project's staff members. "They really listened to me and they cared. I just came from skid row, and I wanted to make my life better."

After talking to the project's staff, he was able to identify a definite goal for the future.

Sagutch likes to make jewellery, and he carries samples of the turquoise-embedded silver necklaces and bracelets that he has made. His goal is now to develop his talent so that he can eventually run a business or display his work in a gallery.

Sagutch is just one person helped by the Native Outreach Project, a pilot project designed to serve Metro's Native community with outreach and counselling. Staff members assess the needs of Native people and encourage them to look at apprenticeship as a career option.

The project is jointly managed by the college's Community Outreach Department and the NCCT on Spadina Rd. It is funded by the Apprenticeship Branch of the Ministry of Skills Development until the end of March 1992, but employees are hoping funding will be extended.

Sagutch first heard about George Brown when he met the project's outreach worker, Jacinta Shawanda, at Continued on page 2.

Photo: Mary Ann Morgan

Native people have a 'listening' learning tradition

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the NCCT. After speaking with Sagutch, she referred him to the project's counsellor, Lori Budge, who is based at 37 Dartnell.

"A lot of Native people might think about going to school or doing an apprenticeship, but without someone reaching out and encouraging them, they probably wouldn't do it," says Shawanda. "It's too institutionalized."

Budge offers career counselling with an emphasis on apprenticeships, but she defines her role broadly. "I wouldn't refuse to talk to anyone who comes in the door," says Budge. "It doesn't matter whether they are George Brown students or not. My services are directed to them, so I'm a counsellor in the broader sense."

If the clients want to take a program not offered at George Brown, Budge will provide the information. And if they need other help such as addiction counselling, Budge can refer them.

Another person who has been helped by the project is Irma Walford, 38. She took some carpentry training years ago in Saskatchewan, but with two children to raise by herself, Walford could only work at it occasionally. Her children are now grown, and she moved to Toronto in September, 1991.

When she arrived here, Walford visited an office of the Canada Employment and Immigration Commission (CEIC) to look for a job or an employment program to enter.

The CEIC referred Walford to the Native Outreach Project. With Budge's assistance, Walford got into a carpentry apprenticeship.

"She helped me, and I appreciate her for that," says Walford. "She got me into this program instead of sitting around at home or living on welfare."

All three of the project's staff members, including Shawanda, Budge, and support staff member Rex Johnson, are Native people with a first-hand understanding of Native issues.

"The behaviour of many people indicates that they are more comfortable coming here because this is a Native office," Budge says.

Budge has counselled about 30 people so far, ranging from 18 to 40 years of age. Some people who visit her are college students, but others need help getting into college, career direction, testing, or help with other problems such as finances.

Community Outreach chairperson Jo Lee says the Native Outreach Project is meant not only to encourage Native

people to apprenticeships and to George Brown. "We'd also like to make the college more accessible to Native students — to get them here and to help them stay and complete their program."

Official college records show 28 Native students at George Brown, but that figure only includes people who have come directly from a reserve with their band council paying their tuition. It does not count Native people who have already left the reserve or come to George Brown on their own.

Budge believes there are at least 100 Native students at George Brown. She hopes to bring many of them together to help form a Native students' association.

According to Cecilia Butler, a training co-ordinator at the NCCT, there is a need for a special outreach project.

"Native people are sometimes intimidated by institutions and shy away from them, so the most important thing we're doing is the cultural outreach," Butler says. "Without that first contact from the outreach worker, a lot of them would never reach the college at all."

Toronto is the largest "off-reserve" Native community in Canada. An estimated 65,000 to 70,000 Native people live in Toronto, Butler says.

The outreach project is necessary, Butler says, because many Native Canadians have been frustrated by a system that has not traditionally recognized their learning heritage.

"Native people have traditionally done their learning in an oral way, through storytelling and sharing," says Butler. "Their teaching has come down from their elders and grandparents. A lot of Native people have learned through sitting and listening, and that becomes a problem in a classroom where they're encouraged to be vocal."

Younger Native people may find it easier to cope with the "reading and writing" culture of Ontario's schools, she says, but most Native people returning to school are between the ages of 25 and 40. Not only has their learning been more oral, but they have also been out of school for a long time.

A high dropout rate exists among Native people who come to Toronto for post-secondary education. Butler says this can be due to the lack of: affordable housing, good student income, support from family, or companionship.

Terms and Definitions

First Nation - All indigenous peoples of the Western hemisphere. In Ontario, some of these nations are Ojibway, Cree, Mohawk, Oneida, Chippewa.

Indian - Unacceptable term to most. North American Indian is more acceptable, but the preferred terms are Native person, Aboriginal person. Indigenous person is best, but it is not commonly used.

Inuit - Indigenous people in the North. "Eskimo" is not accepted by most.

Band - Government term for a group of Status Native people living on a reserve. There can be many bands on one reserve.

Chief and Council - The Chief is the elected political leader of the people on the reserve. Councillors are also elected.

Reserve/reservation - Crown land set aside for Status Natives to live on.

Unceded reserve - Land which Indigenous people have never surrendered to the government. Not Crown land.

Status (registered) Indians - Indigenous people recognized by the government who do not pay taxes. Non-Status Indians are not registered and are not recognized by the government for tax exemptions. Both of these terms are not accepted by most Native people.

Treaty Indians - Indigenous people who are descendants of those First Nations who have signed a treaty with the government. This term is not accepted by most Native people.

Source: NCCT

people to consider apprenticeships, but also to raise the profile of George Brown in the Native community.

"We've heard some students say that the fact that we have a Native counsellor means we're already halfway there," says Lee. "That in itself is having a positive effect."

Recession-racked trades may force college staff layoffs

College administrators and union officials are working together to try to avoid laying off some staff who teach apprentices in the School of Technology and Science.

The teachers' jobs are threatened by a \$3.3-million cutback in apprenticeship funding by the provincial government that goes into effect at the start of April, 1992.

That cutback — from \$11.8 million to \$8.5 million — was not a ruthless cost-cutting measure, but simply a reflection of the depressed state of Ontario's economy, which has reduced the number of apprentices in the province.

The recession has forced many companies, particularly in the manufacturing and building trades sector, to lay off staff or go out of business entirely. Because apprentices are usually the staff with the least seniority, they have lost their jobs in record numbers. Once out of work, apprentices cannot continue their program, which consists of both on-the-job training and in-college instruction.

George Brown, in turn, loses those students and the grants they earn the college.

The number of staff directly affected by the cuts is not yet certain, as college administrators and the academic union are working to minimize the effects of the funding reduction.

The college's Joint Employment Stability Committee — a union/management group that was established in 1989 under the academic collective agreement to develop short- and long-term strategies to improve employment stability — is currently discussing the situation.

George Brown is the first college to submit a comprehensive package of alternative proposals for apprenticeship training and funding to the Ontario Ministry of Skills Development for consideration. The college is awaiting a response.

Because of its long tradition in trades and technology teaching, George Brown is the Ontario college with the most apprenticeship training. Apprentices are trained in the Fashion and Hospitality Divisions as well as the School of Technology and Science.



Furniture Upholstery graduate Cynthia Gibson says being service-oriented is the key to success in her upholstery company, which she started last year.

Grad creates own economic recovery

Cynthia Gibson covers — and recovers — all the angles in her business, but she says customer service is the most important angle of all.

The 1991 Furniture Upholstery graduate is doing a booming business with a company she started last year, as the demand for her upholstering services continues to grow.

Since leaving George Brown, Gibson has been putting in 12-hour days as well as six-day and seven-day weeks to keep up with customer demand at her company, called the Creative Line Group.

To cope, Gibson's Adelaide St. West business has hired one full-time person and three part-timers who are George Brown upholstery students.

Gibson says her company's success, in an economic climate that has caused many thousands of businesses to fail, is due in large part to attention to customer service. Her staff puts great importance on going to appointments with clients on time, delivering the finished product when promised, as well as doing quality work, she says. "As long as you're service-oriented you'll do well," she says.

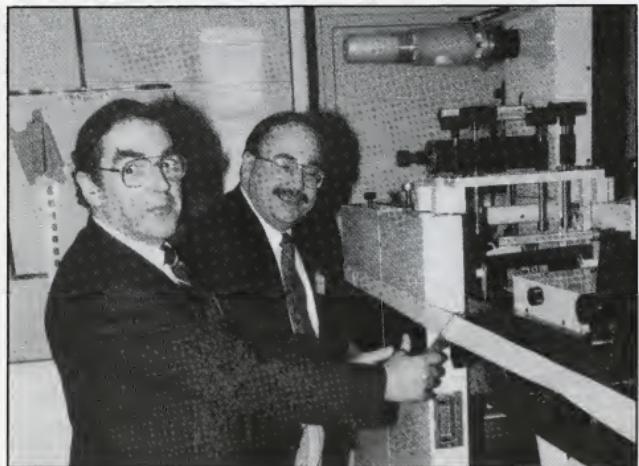
One coup that helped to bring a steady stream of clients was a friendly relationship with an upholstery fabric discount store that referred people to her, and what has evolved is a grow-

ing network of recommendations from happy clients to their friends and neighbours. Gibson says her clients tend to be people who value their furniture, either because it is antique or high quality, well-made furniture, or because they've grown sentimentally attached to it over the years. She and her staff have recovered everything from the beat-up chairs of Rosedale mansions to a psychiatrist's couch.

One service is the careful collection of things that fall under cushions and into the frame of the furniture — to return to the sometimes embarrassed customer.

"We've found everything from scissors to lawyer's letters and sex things. I opened the arm of one chair and out jumped a live mouse. I chased it out the door."

While furniture upholstery may be a new career move for Gibson, the entrepreneurial instinct has been there for some time. After graduating from a fashion design program at Sheridan College in 1982, she worked as a design assistant in the women's fashion industry for a few years and then struck out on her own. She started, and taught in, a private cosmetics and make-up school. The sale of that business gave her needed capital to start Creative Line Group.



PRESS GANG - A group of 20 printing companies and associations got together recently to buy George Brown a new \$40,000 flexography press, here being officially "opened" by printing teacher Neil Mackie (left) and Dave Horsman, President of Canflexographics and chair of the Printing Technology Advisory Committee. Flexography is a growing segment of the printing industry and is widely used in packaging, label and plastics printing. The press will be used by full-time and continuing education students in specialized flexography courses. Contributors to the press included the Canadian Flexible Packaging Institute and Mark Andy Inc., which sold the press at cost to the college.

School of Labour set up with unions

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School of Labour.

The school is intended to be ultimately financially self-sufficient through government support of its projects.

It will be initially operated by a George Brown staff member, called the School of Labour Co-ordinator, who will be answerable to a board made up of an equal number of college and labour council representatives.

The co-ordinator will prepare funding proposals for government or sectoral training projects that may be awarded to the school itself, or jointly to the school and MLEC, or to the school and other labour bodies. This person will also co-ordinate action between the partners, and create a receptive environment at the college for labour initiatives and for potential trainees referred by MLEC or labour unions.

The feasibility study for the school, which was accepted by George Brown's Board of Governors, calls for a

curriculum review of all college programs to eliminate anti-working-class bias, and the presentation of the views of organized labour in programs.

The establishment of the school may be a strategic move for George Brown.

The college's relationship with labour unions will become increasingly important in coming years as union executives and officials are expected to play a prominent role in decision-making on the distribution of federal and provincial training funds.

Under proposed guidelines for the new provincial board that will make these decisions—Ontario Training and Adjustment Board—union representatives hold as many seats as business representatives.

"Unions will have a much stronger voice in setting the training agenda," says George Brown Labour Unit Co-ordinator Maureen Hynes.

A March 6 press conference will officially open the school.

Winter full-time enrolment is up by over 60 per cent

George Brown's full-time programs were popular choices this winter — very popular.

By the beginning of February, almost 2,700 people had applied to the college for programs starting early in 1992. That's an unprecedented five applicants for every available seat.

The demand for some programs was even greater. There were almost 10 applicants for every seat in the Nursing Assistant program, and more than eight people for every seat in the Accounting program offered by the School of Business.

In all, George Brown registered 558 students, a 61.7 per cent increase over the 345 registered the year before, according to statistics released by the Registrar's Office. Eleven post-secondary programs have winter intakes this year, compared to 17 last year.

Despite fewer offerings, applications are still up, an increase college officials attribute at least in part to the economy.

Rather than interpreting this increase as surging popularity, college administrators caution that many of the applicants may be choosing college as the best career option in a time of few job opportunities.

George Brown has traditionally seen large enrolment increases in recessions and much lower growth in boom years such as the mid- to late 1980s.

The amount of post-secondary enrolment growth dictates the size of George Brown's operating grant from the provincial Ministry of Colleges and Universities — a grant that accounts for about half of the college's total \$120-million operating budget.

An enrolment increase by George Brown above the provincial college average means an increase in the college's "share" of total funding.

The provincial government announced last month that funding for colleges would go up by only one per cent for the year starting April 1, 1992, and by just two per cent for the following two years. George Brown's actual grant increases may be higher or lower than these figures because of enrolment relative to other colleges.

New health sciences dean was a teacher at college in '70s

Working at George Brown College will be like coming home for Lynne Mulder.

Currently the Dean of the Faculty of Health Sciences at Sheridan College, Mulder has been named the new Dean of Health Sciences at George Brown effective March 30.

She will be responsible for a staff of 125 people in the college's nursing and allied health programs, but it will not be her first time working here.

Mulder was a teaching master on George Brown's nursing faculty from 1973 to 1977. She was a staff nurse at Toronto's St. Joseph's Hospital when the hospital's teaching programs were combined with several others in 1973 to establish George Brown's Health Sciences Division.

Mulder has 24 years of experience in health sciences education. Her teaching, nursing, and administrative skills demonstrate a varied and challenging career that has taken her across Canada. She has worked as a nurse, teacher, or administrator in a host of Canadian cities, including Saskatoon, Toronto, Mississauga, Montreal, and Edmonton.

Mulder has worked at Sheridan College for nine years, first as a faculty member and then as a co-ordinator, chair, and finally as dean.

As Sheridan College's dean, Mulder was responsible for Nursing and Nursing Assistant programs, the Sports Injury Management program, the Pharmacy Assistant program, Gerontology programs, and continuing education programs in health sciences. She also served on many provincial committees and acted as co-ordinator for Vision 2000 at Sheridan.

"The challenge and the opportunity are the primary reasons I decided to move to George Brown," says Mulder. "Sheridan is a terrific college, and I have certainly enjoyed my time there, but I love doing new things. There's nothing like change."

Originally from Eston, Saskatchewan, Mulder became a registered nurse in 1968 after taking a three-year diploma program at the University of Saskatchewan. She then spent two years as a staff nurse in Montreal and Saskatoon before going on to earn her Bachelor of Science in Nursing with a concentration in Nursing Education in 1972. For the next two to three years, she continued studying and working in nursing in Saskatchewan and Montreal.



New Health Sciences Dean Lynne Mulder chats with Nursing teacher Sally Quan on a visit to the Nursing Learning Resource Centre at St. James in early February.

In 1972, she came to Toronto's St. Joseph's Hospital, which was taken over by George Brown in 1973, the year when the province took over the administration of nursing schools through the community college system.

"My memories of George Brown College are very fond," she says.

"I loved it. It was one of the warmest faculty groups I've worked with. Working there will be like coming home."

Mulder hopes to increase the profile of George Brown's health science programs around the province.

New faces - and jobs - in deans' roster

Lynne Mulder isn't the only new dean at George Brown. In the past year the roster of deans at George Brown College has changed significantly. Due to a host of changes or appointments, only two deans' positions remain unchanged from a year ago. Technology Dean Shirley Holloway and Access Division Dean Terry Dance have not changed responsibilities.

For the past year, Health Sciences has been managed by Doug Stulla as acting Dean of Allied Health and Jim Ross as acting Dean of Nursing, following the return of Dean D'Arcy Atkins to teaching. Jim Ross continues as Dean of Business and Graphic Arts, and he was also elected by his peers to the position of Chair of the Council of Deans at the college.

Community Services Chairperson Jeff Vile was appointed Dean of that new division in November, 1991. Danny Cushing, who was acting Dean of Continuing Education and Marketing, was appointed to the Dean's position in September, 1991.

Fashion and Hospitality Dean Martin Kerman has been appointed to the new position of Executive Dean reporting to Vice-President Academic Patricia Groves. Hospitality Chairperson Brian Cooper has been appointed acting Dean of Hospitality and Fashion.

Effective Feb. 17, Kerman will take a two-year secondment to oversee the administrative activities of the academic divisions under the vice-president. Kerman has been with the college for 25 years, ever since he started out as a part-time night-school instructor in retail meat cutting when the college

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